

THE RING

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Future of education in B.C. debated

By PATTY PITTS

B.C.'s Skills, Training and Labour Minister Dan Miller and Liberal education critic Wilf Hurd battled for the hearts and minds of about 150 UVic students attending a debate on the future of post-secondary education in the all-purpose room of the Student Union Building on Feb. 9. Yet, neither emerged a clear winner.

In what might be considered a review of the upcoming provincial election campaign, both claimed their parties regard post-secondary education as a top priority. Hurd went so far as to say a Liberal government would not extend its proposed deep spending cuts to universities and colleges. But when pressed by students to provide more details about how they plan to meet their education needs in the future, both Hurd and Miller gave lengthy partisan statements.

Miller downplayed his government's request for universities to prepare budgets reflecting three, five and ten per cent cuts and, instead, emphasized the accomplishments his government had achieved since assuming power in 1991.

"We inherited a waiting list of 20,000 students," Miller told the

crowd. "This year no waiting list materialized. We opened up the first new university [the University of Northern B. C.] in Canada in 35 years. We've experienced a 25 per cent increase in graduate enrolment."

Miller criticized Liberal leader Gordon Campbell for saying the federal government, which has slashed the transfer payments to provinces that pay for universities, didn't go far enough in its cuts.

"We need skilled people, educated people. The Campbell recipe is a recipe for disaster."

Hurd responded by saying reductions in government spending don't have to come at the expense of health and education spending. He criticized costly NDP government labour policies negotiated on behalf of union workers employed on government construction projects and the province's health care workers.

Miller asked Hurd how "taking money out of the pockets of construction workers who want to send their children to university" helps other taxpayers.

Hurd challenged Miller to end "patronage appointments" to university and college boards. Miller replied that the boards



Graduate Students Society president Kathryn Sutherland (right) addresses students attending a Feb. 9 debate on the future of post-secondary education between Liberal education critic Wilf Hurd (far left) and Skills, Training and Labour Minister Dan Miller (next to Sutherland). UVic President Dr. David Strong acted as moderator for the debate.

"represent the fibre and makeup of this province" and include members from the corporate community as well as labour leaders. He accused the Liberals of having no policy on post-secondary education.

"You don't want to participate in a race to the bottom," Miller told his audience. "Ask for their policy on paper. What are they really proposing to do? You can't afford to start walking backwards in B.C. now."

When asked later by UVic student Steve Wilson if either

party had a policy paper for post-graduate studies, Miller said he was interested in pursuing the issue "in a more focused way" and laid out the party's plans for a new technical university that will be like "a mini MIT or Cal Tech." Hurd said his party would have a detailed policy before the next election.

Another student suggested that although waiting lists have been eliminated, the quality of education being offered those students is being eroded.

"I'm prepared to stack up our

system against any in the rest of the country," replied Miller. "All programs are going through a process of change. I don't think things are as bad as you claim."

Acting in the role of moderator, UVic President Dr. David Strong, summed up the debate by saying, "Both [parties] have assured us post-secondary funding shall be protected. Mr. Miller says the province can afford it and Mr. Hurd says if the province can't afford it, the appropriate cuts will be made [elsewhere]."

Koop named top female basketball player in the West

The Vikes' third-year guard Lisa Koop has been selected Canada West University Athletic Association (CWUAA) basketball player of the year. Koop, who was named Canada West Athlete of the Week twice this season, led the league in free-throw percentage, recoveries and assists.

Koop was also named to the Canada West first all-star team along with teammate Audrey Dennison. Vikes players are also on the roster of the Canada West

men's all-star basketball teams. Greg Meldrum was named to the first team and Eric Hinrichsen was named to the second team.

Both UVic Vikes men's and women's basketball teams begin playoff action this weekend. In McKinnon Gym the women take on UBC for the best out of three games Canada West semi-final Feb. 23, Feb. 24 and, if necessary, Feb. 25. The games begin at 7 p.m. on Friday and Saturday and at 2 p.m. on Sunday. If the

Vikes win, they advance to play either the University of Calgary or the University of Alberta in another best-of-three games showdown beginning March 2 in McKinnon Gym.

The men are on the road at the University of Alberta in Edmonton for their Canada West best-of-three semi-final games Feb. 24 and 25 and, if necessary, Feb. 26. The winner advances to play either UBC or University of Calgary on March 2 and 3.

Pie a friend for charity

Those mysterious monks from the Order of Pi are once again ready to make divine deliveries in honour of Engineering Week. In association with the Engineering Students' Society (ESS), they will deliver a pie in the face to the recipient of your choice for a \$10 donation. The intended recipient can deflect the pie to someone else for the existing price of the pie plus a redirection fee of \$5. All funds raised by the ESS during the Pie-a-Friend-for-Charity event will be donated to the Neil Squire Foundation, a non-profit organization that develops and delivers innovative services and technology to individuals with severe physical disabilities.

The ESS are taking orders for pie deliveries until March 8 and will be making the deliveries during Engineering Week March 4 to 8. To place your order call the ESS office at 721-8822 from 8:30 a.m. to 4:30 p.m. Monday to Friday.

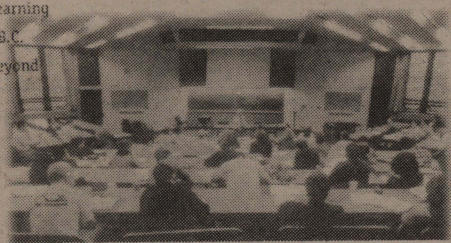


Winchester and Dean of Human and Social Development James McDavid enjoyed a stroll through the corridors of the H&S Building on Feb. 14, after Winchester and his friend Franklin delivered packages of Valentine's goodies to members of the dean's office. Winchester and Franklin and their Valentine's packages were a Valentine's day surprise gift from the School of Social Work to the dean's office, as part of the faculty-wide H&SD Valentine's day celebrations. The llamas enjoyed their visit, staying long enough to meet the dean's office staff and UVic President David Strong before returning home with their owner, Sharon Kucey of the Equity Office.

UVic Report becomes biannual

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& beyond

UVicReport



UVic Report, the successor publication to the *President's Annual Report*, is now available. The 12-page tabloid, published by Public Relations and Information Services, presents major developments at the University since 1994 and is being distributed to a wide variety of people interested in the University, including donors, government officials, journalists, co-op employers, secondary school counsellors and community members of advisory boards to UVic programs. For many of these recipients, it is the main source of information about the University and its activities.

"The *Report* is an important means through which UVic is accountable to the community and the province," says UVic President Dr. David Strong. "As a publicly funded institution, we have a responsibility to ensure that people know how we are spending the funds we receive from government and private donors. We also have a responsibility to do so in a cost-effective manner. The measures we've taken this year will reduce the cost of the *Report* while maintaining its important role as a means of accountability."

While fulfilling all of the functions of the *President's Annual Report*, *UVic Report* will be issued less frequently—every second year—and the number of copies printed has been cut from 12,000 to 7,000. It is published in the same economical tabloid format. Unlike the *Annual Report*, copies of *UVic Report* will not be inserted as a supplement to *The Ring*. Instead, each dean, director, chair and manager will receive a copy to circulate within his or her department. An electronic version will be posted on the Public Relations World Wide Web site: <http://kafka.uvic.ca/~prelatio>.

UVic Report was designed by Patrice Snopkowski of UVic Graphics Services. A limited number of additional copies are available upon request from Public Relations and Information Services, 721-7636

Campus CUPE locals and University sign two-year agreements

Agreements have been reached by the University and both UVic locals of the Canadian Union of Public Employees (CUPE). The agreement with CUPE 951 (office and technical staff) was formally signed on Jan. 29 and that with CUPE 917 (maintenance, grounds and food services staff) on Feb. 19. In each case, the agreement runs from April 1, 1995 through to March 31, 1997.

Highlights of the agreements include general wage increases of just over one per cent in the first year. The agreements with the two locals represent an increase of 2.86 per cent in salaries and benefits over the two-year term. Common benefit improvements include a top-up of maternity and adoption leave

to 95 per cent of salary, pension disability indexing, greater access to clinical psychologists and counsellors under the extended health plan, and vision care. As well, the University's share of medical, dental and group life premiums increases from 50 per cent to 75 per cent. CUPE 951 also improved overtime provisions and its career development plan, while 917 members received a vacation improvement in the first year and a 0.22 per cent general increase in the second year.

Both agreements also include substantially improved layoff and recall provisions that will enable employees with greater seniority to maintain employment rights in the event of

layoffs. A number of amendments to the contracts also reflect a greater emphasis on equity issues, including provisions for flexible scheduling of work hours in the event of an equity or medical reason.

Negotiations for a first collective agreement between the University and the Professional Employees Association, representing academic and administrative professional staff, have been under way since early February.

The University and the Faculty Association are currently involved in arbitration to settle outstanding matters relating to their agreement. The most recent arbitration session was held on Feb. 21.

Centre to demonstrate aids for disabled students

New and re-conditioned computers that translate printed text to Braille, "speak" on-screen words out loud and require only an easy-to-manoeuvre mouse for word processing will be in use and on display at the official opening of UVic's Resource Centre for Students with a Disability at 10:30 a.m. Feb. 27.

The Centre, occupying rooms 208 and 210 on the second floor of the McPherson Library, provides students with facilities and space to complete assignments, write exams, rest and meet. In January, Pierre Laliberte was hired on a four-month contract to organize the equipment and assist students using the room during regular office hours.

Computers at eight workstations feature special software designed to assist students with a disability. After the scanned text of a conventional printed exam is loaded into one computer, it "translates" the document into Braille and prints it in that format so a visually-impaired student can read and complete the exam. Another computer reads scanned text out loud through a voice synthesizer. One program increases on-screen text by up to 16 times its original size.

Students with mobility problems that restrict their ability to type can use a program that displays an on-screen keyboard whose "keys" are selected by

moving a mouse. Often the selection of just a few letters is sufficient to activate the program's word prediction system and the entire word is selected automatically, saving the student time and effort.

The Centre is wheelchair accessible and adjustable-height tables are on order to make it easier for students in wheelchairs to access the workstations. Students can use the Centre for writing exams, and there's a couch for students who need a place to rest.

Two of the computer stations were purchased through a \$15,000 grant from the Victoria-based McAdams Foundation.

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Communications, entrepreneurship, tourism and overseas opportunities...

UVic students, graduates, faculty and staff have the opportunity to attend a series of seminars about career opportunities here and abroad when the UVic Student Employment Centre presents Career Forums '96 next month.

The four seminars, free to members of the UVic community, are presented by profes-

sionals in private industry, government and the University. All begin at 7 p.m. and are held in the David Lam Auditorium (MacLaurin A144). Seating is on a first come, first served basis and admission to the general public is \$2.

The four seminars are: Opportunities in Communications, March 4; Opportunities in

Entrepreneurship, March 6; Opportunities in Tourism, March 11; and Opportunities Overseas, March 13. For further information contact Career Forums co-ordinator Paul Needham at 383-4396 or by email at needham@direct.ca or call the Centre at 721-8421.

QUOTE

"The mind of the most logical thinker goes so easily from one point to another that it is not hard to mistake motion for progress."

—Margaret Collier
Graham
Gifts and Givers, 1906

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Chamber Singers record CD



A compact disc based on the last six years of international touring by the UVic Chamber Singers is available for the first time.

Edited by Bruce More, who has conducted the Chamber Singers for the past 25 years, the disc presents selections from the so-called "golden age" of choral music, circa 16th century, to the modern age. Approximately half of the selections are from the 20th century, and include selections from the Chamber Singers' large repertoire of Canadian works. There are works of composers encountered during the singers' travels, interspersed with the sounds of the British composer John Paynter and the lilting guitar-accompanied cycle of the Spanish composer Mario Castelnuovo-Tedesco. Lastly, the singers are heard in a group of ethnic melodies including two love songs from Samoa and Bulgaria and a lullaby from South Africa.

"If you're looking for a highly produced and edited, perfect digital recording, don't buy this CD because it's all live performances, complete with coughs and all of the performance enthusiasm which only a live performance can bring," says More.

The CD is stunningly packaged, with a West Coast black, white and red Chamber Singers' logo, created on a commission by Carey Newman, a Kwagiulth artist and a singer in the bass section of the choir.

The Chamber Singers have been critically acclaimed since they began going on concert tours in recent years. They have sung in 22 countries of Eastern and Western Europe, the Orient and the South Pacific in addition to eight U.S. states and four Canadian provinces. They have also recorded for broadcast on the CBC, University of California Radio, NCRV Radio in Holland and the national radios of China, Poland and Hungary.

The CD can be obtained at the UVic School of Music for \$15 and, soon, the UVic Bookstore.

Disability awareness heightened

Displays, a symposium and the opportunity to experience the challenges facing students with a disability will all be part of Disability Awareness Day, Feb. 28 from 10 a.m. to 3 p.m. in the University Centre lobby. Enrolment of students with a disability has increased 40 per cent during the past five years, giving UVic the highest percentage of students with a disability of any university in the province.

Faculty, staff and students

have been invited to experience life for a day as a student with a disability by wearing special glasses that alter vision, special ear muffs that simulate hearing loss or using a wheelchair around the campus. Volunteers will pick up their "disability" between 9:30 and 10:30 a.m. in room A183 in the University Centre.

Agencies that support and assist students with a disability will have displays in the lobby. A symposium entitled "Exposing

Able-ism" will be held in the Senate Chambers (University Centre A180) from 1 to 3 p.m. Speakers will include visually impaired, deaf and hard-of-hearing, and paraplegic students as well as students with learning disabilities. They will address issues that remain unaddressed and/or unresolved within their communities in the hope of disproving any belief that all obstacles to those with disabilities have been overcome.

Business and Economics Building on schedule for opening in fall of 1997

UVic's new Business and Economics Building is beginning to take shape. Its steel skeleton is under construction adjacent to the University Centre and construction crews are well into the 440-day schedule it will take to build the University's newest building.

The 9,200-square-metre, \$18-million building has a one-storey classroom wing and an office wing with three storeys above ground and one below, where a general use computing lab will be located. The lab will be fully accessible on weekends and evenings through a dedicated elevator. The rest of the building will be home to 1,200 graduate

and undergraduate students in the Faculty of Business and the Department of Economics.

The general use classroom wing contains 75-seat and 200-seat lecture theatres. The larger of the two features the latest audio visual equipment for presentation purposes. Both rooms were designed to give the audience optimum views of the speakers. A seminar room that seats 50 is surrounded by six breakout rooms where groups of students can converge for small discussion groups after case study presentations. Two other small meeting rooms not directly linked to the seminar room will

also be available. In all, the wing provides about 700 classroom seats and classes are scheduled to be held in the new building beginning in September, 1997.

The exterior of the building will be encased in low maintenance, hard-wearing brick and pre-cast concrete and its entrance way will form part of a tree-ringed courtyard facing the Cornett Building and University Centre.

The Business and Economics Building also meets the new code requirements for washrooms. For every facility dedicated to men, two will be built for women.

Faculty Club conducts faculty/staff survey

The University Faculty Club is conducting a sampled survey of members and non-members to obtain their opinions on current services, and to identify new services that might be desirable. Approximately 500 faculty and staff will receive the survey

forms in the campus mail during the week of Feb. 19th.

As an incentive to respond, there will be two draws for dinners-for-two at the Faculty Club based on the completed surveys that are returned.

The survey is being con-

ducted by three business administration students, Paul Einerson, Craig Graham and Gilbert Wong, as part of their study program.

Membership in the Faculty Club is available to all faculty and staff for a monthly fee of \$12, the lowest in Canada.

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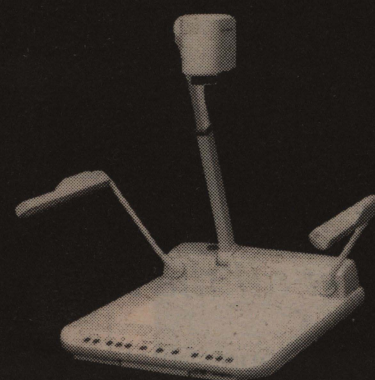
SKETCH COMEDY

Feb 28
8 p.m.
Cadboro Commons
Dining Room

Feb 29
12:30-1:00 p.m.
McKinnon Gym
Lobby

March 5
12:30-1:00 p.m.
Begbie Bldg.
Lounge

March 7
12:30-1:00 p.m.
Fine Arts Bldg.
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Arts life of Victoria told by late columnist

Dale McIntosh helps bring book to light of day

By DAVE CLEMENTS

She was mostly loved, sometimes feared, but always respected by Victoria's arts community. And with the help of a UVic Arts in Education professor, her perspective on the development of this city's arts hit bookstores this winter.

Arts Beat, The Arts in Victoria is the late newspaper arts columnist Audrey Johnson's chronicle of the growth of the arts in Victoria. Both autobiographical and documentary, the book reflects how Johnson used her unique placement in Victoria's arts scene to record its changes.

"She had an interesting vantage point because, as a columnist, she was inside the community and yet outside of it," says Arts in Education professor Dr. Dale McIntosh, the book's

editor. "She knew all the important characters, but she was able to view all the developments from the outside."

Johnson's career as arts critic at the *Victoria Times* and *Times-Colonist* spanned six decades. From 1936 to 1987, she witnessed the maturation of the city's key artistic people and institutions.

"Unquestionably there is no place like the desk of a newspaper arts columnist from which to observe what winds stirred among the trees and by whom they were channeled," she writes in the epilogue to the book.

This position enabled her to cull personal experiences with such local characters as Colin Graham, the Art Gallery of Greater Victoria's first curator, and Canadian actress Glynis Leyshon—long before her own

national reputation was established.

The bulk of the book is devoted to Johnson's perspective on the development of such Victoria institutions as the Victoria Conservatory of Music, Pacific Opera Victoria and the Belfry Theatre.

Particularly gripping is her account of the formation of UVic's Phoenix Theatre. She documents the good, the bad and the lean times for theatre on campus, from the early 1960s Campus Players productions in Q Hut, to the opening of the \$4.8 million academic theatre building in 1981.

Johnson recalls one humorous incident from the early 1970s, when a director tried to deny her entrance to a play because of her unfavorable review of a previous production.

After the confrontation, she went on to see the play anyway, and she even gave it a good review.

When Johnson died in August 1993, these memoirs were about 80 per cent completed. To ensure that her experience was not lost, Maurice, Johnson's husband, sought an editor to sort out her files.

University archivist Chris Petter recommended McIntosh for the job, because of his extensive writings on Victoria's arts history. Maurice Johnson retained McIntosh for the job in January 1994. McIntosh accepted the job, as he was on study leave. He initially expected a minor time commitment, but the hours were long. He completed the project in August 1994.

Audrey claimed to have an infallible memory, and usually it was, McIntosh explains. But

after finding at least one error-in-fact, he decided to check every chapter for errors. A desire to edit without affecting Audrey's unique style also prolonged completion.

McIntosh calls the project "an engaging experience" during which he learned a lot about Victoria's performing arts throughout this century. He gives credit to Johnson's first-person narration and plentiful anecdotes.

"As a historical document, it will be extremely valuable, because she lived everything in the book," he says. "It's an engaging story because she was so passionate about this city and the arts in it."

Artsbeat, The Arts in Victoria, is now available in most local bookstores, including the UVic bookstore, for \$29.95.

Prof encourages education of more women in developing nations

By PATTY PITTS

Educating women is more productive than educating men according to Dr. Alan Hedley (Sociology). Especially in developing countries, because of the universal sexual division of labour in which women are assigned primary responsibility for nutrition, health, and raising children, the results of education are more immediately translated into tangible benefits. Yet throughout the world, again more so in developing countries, men are given significantly more opportunities to learn than women. Hedley wants to change this and a paper he gave at last year's World Congress of the International Institute of Sociology (IIS) has prompted an international initiative to educate more women around the world.

Unlike many research papers, Hedley's also included a proposal to establish a graduate

scholarship program for women in developing nations by having IIS member universities provide the seed funding and support. He proposed that the scholarship program be called Dialogue. The IIS agreed and appointed Hedley to direct the program.

"In families and nations in which women are educated," said Hedley in his presentation "Gender, Education, and Development: A Synopsis and a Proposal," "there will be fewer, healthier children, both boys and girls, who will be raised to deal more effectively with the challenges that confront them. In other words, because of the pervasive nature of education, and because of the traditional role responsibilities of women, the education of women benefits all society."

Hedley's research led him to example after example of women being passed over for educa-

tional opportunities. Although most developing countries have a compulsory education policy for children, close to one-half of all women have not been able to take advantage of it. While illiteracy decreased from 24.2 per cent of the total world population in 1970 to 19.5 per cent in 1985, women's share of the illiteracy burden increased from 60.9 per cent to 62.9 per cent during the same period. Now more women than ever before (nearly 600 million) have to confront the ordeal of illiteracy. Hedley proposes that the graduate scholarship will produce a core of professionally trained women who, upon returning to their home countries, will pass on their knowledge to all women.

The IIS will be responsible for the central administration and co-ordination of the Dialogue

scholarship and will request that individual IIS members approach their university presidents to waive annual tuition fees for this program and join a consortium of participating member universities throughout the world. UVic is leading the way by initiating a permanently endowed graduate scholarship for the Dialogue program and Hedley is adding fund-raising to his *curriculum vitae* as he seeks donors to cover the cost of the scholarship recipients' travel, books and accommodation.

He has established Dialogue as a charitable organization and donations to it are tax deductible. Anyone wishing to make a donation or acquire further information about the program can contact Hedley at 721-7571 or write to him c/o the Department of Sociology, P.O. Box 3050, Victoria, B.C. V8W 3P5.

Run for fun and food

You don't have to wear green to participate in this year's UVic 5 km Road Race on March 17 but you can save some green by registering early. The seventh race in the Thrifty Foods Island Race Series begins at the McKinnon Building at 11 a.m. Registration before March 4 is \$10. For \$45 you receive a limited edition polar fleece vest. After March 4 individual registration is \$15. Those who take advantage of early registration also have a chance to win the early bird grand prize of an accommodation package from Harbour Towers Hotel.

UVic faculty, staff and students who identify themselves as being part of a group prior to the race will be tagged with ribbon and observed before, during and after the event. The group that displays the most spirit (face paint and costumes are allowed) win 20 free Subway sandwiches. All race participants have the chance to win several draw prizes including two adult ski lift passes to Whistler Mountain, gift certificates and sweatshirts from Thrifty Foods, and gift certificates to the Macaroni Grill and Milestone's restaurants. The 30 greenest participants each receive a free Subway sandwich.

All runners and walkers receive refreshments at the end of the race. A check-in service for clothing or other belongings will be provided and babysitting can be arranged by calling 721-8720.

On site registration will be held from 9:30 to 10:30 a.m. the morning of the race. To register in advance come to McKinnon 181 between 8:30 a.m. and 4:30 p.m. Monday to Friday or call 721-8720 or 721-8406 for more information.

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For more information, including Workshop schedules and registration, contact the UVic Student Employment Centre in the Campus Services Building (same building as the Bookstore), or call us at 721-8421.



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11:00 - 3:00 pm

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Obituary Horst Mann

On February 12, Horst Mann lost his battle with cancer, and Housing, Food and Conference Services lost a good friend and a dedicated employee. Horst joined the department in May, 1976 as the assistant manager with responsibility for all financial aspects of the operation. In September, 1983 he assumed responsibility for the department when he was appointed manager.

He was a quiet man, never one to seek the spotlight, but always there in the background, there to support and there with facts but never with a harsh word. He was a gentle man who kept his own troubles to himself but would always show great sensitivity to the feelings and concerns of his staff. He would go out of his way to make things easier for them. He dedicated himself to the department and to the University. His personal life was entwined with his work environment and it was at work where he met his wife Ulla and it was at Dunsmuir Lodge where they married.

Ina Bureau, a long-time colleague and friend, recalls, "He was a man of very few words. When called upon to speak at functions or special occasions he would delegate the chore to me. However, I was one of the few people treated to his sense of humour. It was very dry and deep, but he could break you up with some off-the-cuff comment, just when you thought he was being his serious self."



"Horst loved to garden and on weekends you would find him in his glory working with the soil and plants with his faithful dog, Tessa, by his side."

In 1985, Horst showed us what a courageous person he was when he learned that he had stomach cancer. In his own quiet way, he battled the disease. He struggled on and returned to become a source of inspiration for many who would have to face similar problems.

He fought the latest diagnosis with the same quiet determination as he had before, but it was not to be. Horst left us quietly, just as he had lived and worked and shared with us throughout his life. We will miss him greatly.

Dedicated to the memory of a gentle man

Do not stand by my grave and weep
I am not there, I do not sleep
I am a thousand winds that blow
I am a diamond glint on snow
I am the sunlight on ripened grain
I am the gentle Autumn rain
When you awake in the morning hush
I am the swift uplifting rush
of quiet birds in circling flight
I am the soft star shine at night
Do not stand by my grave and cry
I am not there . . . I did not die

Anonymous

Centre to create better technology

BY PATTY PITTS

Imagine living in a world where your hand-held phone is never out of range. Imagine CD quality sound from a standard car FM radio which can also send a digital message crawling across a dashboard display screen to give you a preview of the news headlines before they're broadcast.

Dr. Eric Manning (Computer Science and Electrical and Computer Engineering) speaks confidently of a not-so-distant future where this kind of technology is widely available. The agency behind much of the research supporting this technology is Canada's Communications Research Centre (CRC), which recently appointed Manning to its board of directors for a three-year term. Each year the CRC spends about \$60 million on telecommunications research.

Funded mostly through tax dollars, the new-look CRC is the result of a 1980s federal initiative to develop alternatives to federal government research laboratories that often "tended to find solutions where there were no problems," says Manning. "There was no bottom line. The labs and the equipment were aging. There was a disproportionate amount of research money being spent in government labs instead of at universities and in private industry."

The Conservative government of the day recommended that the federal labs become more business-like and be permitted to solicit contracts outside the government. The CRC was the first federal lab to become free-standing a year

ago. While still primarily funded through the Department of Industry, the CRC has its own budget and its own chief executive officer and board of directors.

While Manning would like to see the Centre have more industrial clients and more connections with the country's universities, he agrees with the philosophy behind the establishment of the CRC which, currently, does support the research of faculty members in many universities.

CRC initiatives include advancing the technology of digital FM radio and digital television. While the Japanese experiment with high definition television (HDTV) never achieved its predicted wide market success, Manning thinks a joint European/Canadian/American version will fare better.

"The CRC is the Canadian representative on this initiative," he says. "It's better HDTV technology and whoever ultimately creates the standards for the technology may reap the financial rewards."

The CRC designed and built the Anik series of telecommunications satellites and new space-bound technology includes a radar-based satellite that can monitor the state of the earth's resources even during times of heavy cloud cover. Other technology is aimed at cellular phone users. Phone calls of the future will be relayed by satellite and cell phone users will no longer need to miss a call because they are out of range of a transmitter.

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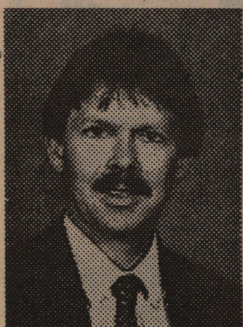
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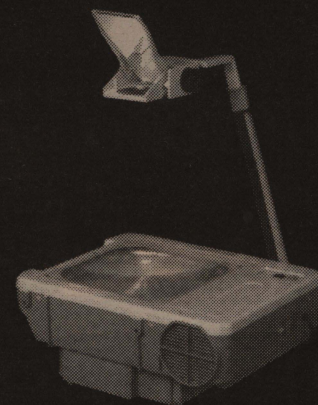
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CALENDAR

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ATHLETICS EXHIBITIONS FILMS LECTURES MUSIC RECREATION THEATRE WORKSHOPS & CONFERENCES OTHER

CONTINUING

E 10:00 a.m. *Explorations in Wood 1996*. Open exhibition of fine woodworking. Vancouver Island Woodworkers Guild. Maltwood Art Museum and Gallery. Through March 24, 1996.

Friday, Feb. 23

F 2:30 & 7:10 & 9:15 p.m. *The Confessional*. Robert Lepage (Canada, 1995). French with English subtitles. \$3 matinee. \$4-\$6 evening. SUB Theatre. Info 721-8365.

T 8:00 p.m. *The Love of the Nightingale*. Margo Regan, Director. \$13-\$15 at Phoenix Theatre box office. Info 721-8000.

F 11:20 p.m. *Priscilla, Queen of the Desert*. Stephan Elliott (Australia, 1994). \$4-\$6 at door. SUB Theatre. Info 721-8365.

Saturday, Feb. 24

F 2:30 & 7:10 & 9:15 p.m. *The Confessional*. Robert Lepage (Canada, 1995). French with English subtitles. \$3 matinee. \$4-\$6 evening. SUB Theatre. Info 721-8365.

T 8:00 p.m. *The Love of the Nightingale*. Margo Regan, Director. \$13-\$15 at Phoenix Theatre box office. Info 721-8000.

F 11:20 p.m. *Priscilla, Queen of the Desert*. Stephan Elliott (Australia, 1994). \$4-\$6 at door. SUB Theatre. Info 721-8365.

Sunday, Feb. 25

L 2:00 p.m. *Religious Speakers Series. Religious Founders*. Dr. Gary Arbuckle (Confucius). (Div. of Continuing Studies). Free to faculty, students and UVic employees. Begbie 159. Info 721-8526/8481.

M 2:30 p.m. Guest Recital, Marzena North. Directed by Robert Priest. *Bold as Love* - Tribute to Jimi Hendrix. \$6-\$10 at School of Music & Univ. Centre box office. Phillip T. Young Recital Hall. Info 721-7903.

M 2:30 p.m. *Victoria Symphony PrimeTime Classics*. \$19-\$20 at Univ. Centre box office. Univ.

Centre Auditorium. Info 721-8480.

F 2:30 & 7:00 & 9:15 p.m. *Pride and Prejudice*. Robert Leonard (USA, 1940). \$3 matinee. \$4-\$6 evening. SUB Theatre. Info 721-8365.

Monday, Feb. 26

F 7:15 & 9:10 p.m. *Land and Sons*. Ágúst Gudmundsson. (Iceland, 1980). \$4-\$6 at door. SUB Theatre. Info 721-8365.

M 8:00 p.m. *Victoria Symphony PrimeTime Classics*. \$19-\$20 at Univ. Centre box office. Univ. Centre Auditorium. Info 721-8480.

Tuesday, Feb. 27

O 10:00 a.m. *Resource Centre for Students with a Disability Open House*. Until 4:00 p.m. McPherson Library rooms 208 and 210. Info 472-4101.

W 11:30 a.m. *Resumé Critique*. Student Employment Centre, Campus Services Bldg. Info 721-8421.

W 2:30 p.m. *Resumé 201: Putting it all Together*. \$5. Student Employment Centre, Campus Services Bldg. Info 721-8421.

L 3:30 p.m. *Faunal Evidence in Reconstructing the Early Paleozoic*. Lansdowne Lecture, Dr. Richard A. Fortey, Natural Museum, London, UK. Clearihue A201. Info 721-8848.

F 7:00 & 9:20 p.m. *Outlaw: The Saga of Gisli*. Ágúst Gudmundsson. (Iceland, 1981). Icelandic with English subtitles. \$4-\$6 at door. SUB Theatre. Info 721-8365.

L 7:30 p.m. *A Wittgensteinian "Poetics": Oliver Sacks and the Case of Dr. P*. Lansdowne Lecture. Dr. John Shotter, University of New Hampshire (Psychology). Senate Chambers (University Centre A180). Info 721-7525.

Wed., Feb. 28

O 10:00 a.m. *Disability Awareness Day*. Until 3:00 p.m. Society for Students with a Disability (Student & Ancillary Services). University Centre Foyer. Info 721-6361.

L 12:30 p.m. *The ASEAN Economic Phenomenon*. Ian B. Robertson, Executive Director, Canada-ASEAN Centre, Singapore. Elliott 060. Info 727-6193.

L 12:30 p.m. *Kingship and Tributary Presentations in Modern Tonga*. Dr. Chris Morgan. (Centre for Asia-Pacific Initiatives). Clearihue D134. Info: 721-7020.

O 2:30 p.m. *The Heat Yesterday*. Ian Iqbal Rashid will read from his new poetry book. (English). Clearihue A303. Info 721-7236.

L 2:30 p.m. *Aboriginal Self-Government: A Challenge to Canada's Modernity*. Dr. Claude Denis, Faculte Saint Jean, University of Alberta. (Sociology). Cornett A372. Info 721-7572.

W 4:30 p.m. *The Law and ESL Speakers*. (Public) Student Seminar. (Linguistics and Division of Continuing Studies). Clearihue C112. Info 721-7420.

A 6:30 p.m. *Women's Field Hockey*. VILFHA League. TURF. Info 721-8406.

F 7:00 p.m. *Cumumba*. La mort du prophète. A Raoul Peck film. English subtitles. Presented by Dr. Sada Niang, UVic. (L'Alliance Française and UVic). Human & Social Development A240. Info 656-4770 or 721-6082.

F 7:00 & 9:20 p.m. *Safe*. Todd Haynes. (USA, 1995). \$4-\$6 at door. SUB Theatre. Info 721-8365.

L 7:30 p.m. *Birding at Pt. Pelee, Ontario*. D. Marven. Begbie 159. Info 479-2054 or 598-7789.

T 8:00 p.m. *The Safety Troupe*. UVic Safer Campus Initiatives Committee & Dept. of Theatre. Cadboro Commons Dining Room. Info 721-8674.

Thur., Feb. 29

O 11:00 a.m. *Career Exploration '96*. Until 3:00 p.m. University Centre Foyer. Info 721-8421.

L 11:30 a.m. *Pattern Formation through Differential Transport*. Dr. Michael Menzinger, University of Toronto (Chemistry). Elliott 060. Info 721-7156.

L 4:00 p.m. *Why Galileo was Condemned by the Church*. Dr. Annibale Fantoli, Victoria. (Physics & Astronomy). Elliott 061. Info 721-7700.

F 7:00 & 9:20 p.m. *Safe*. Todd Haynes. (USA, 1995). \$4-\$6 at door. SUB Theatre. Info 721-8365.

L 7:30 p.m. *The Cambrian Evolutionary Explosion: Real or Imagined?* Lansdowne Lecture, Dr. Richard A. Fortey, Natural Museum, London, UK. Begbie 159. Info 721-8848.

L 8:00 p.m. *The Filming of Nonni and Manni: Growing Up Icelandic*. Beck Lecture. Ágúst Gudmundsson, Icelandic film maker. Elliott 167. Info 721-7236.

Friday, March 1

M 12:30 p.m. *Fridaymusic*. Guitar & harp students of the School of Music. Phillip T. Young Recital Hall. Info 721-7903.

L 2:30 p.m. *The Icelandic Film Industry: Birth of a National Cinema*. Beck Lecture. Ágúst Gudmundsson, Icelandic film maker. Clearihue A307. Info 721-7236.

F 2:30 & 7:00 & 9:15 p.m. *The Brothers McMullen*. Edward Burns (USA, 1994). \$3 matinee. \$4-\$6 evening. SUB Theatre. Info 721-8365.

L 3:00 p.m. *Segregated Processing Streams in the Visual System: Magnocellular, Parvocellular and Koniocellular Channels*. Dr. Joanne Matsubara, UBC. (Biology). Cunningham 146. Info 721-7094.

L 3:30 p.m. *The Pacific Way: Challenges & Progress Towards Quality Regional Health Information in the South Pacific*. Laura Sauve, UVic. (School of Health & Information Science). Human & Social Development Bldg. A264. Info 721-8575.

M 8:00 p.m. *University of Victoria Orchestra*. János Sándor, Conductor. Admission by donation. University Centre Auditorium. Info 721-7903.

F 11:20 p.m. *Abba: The Movie*. Lasse Hallstrom (Sweden/Australia, 1977). \$4-\$6 at door. SUB Theatre. Info 721-8365.

Sat., March 2

F 2:30 & 7:00 & 9:15 p.m. *The Brothers McMullen*. Edward Burns (USA, 1994). \$3 matinee. \$4-\$6 evening. SUB Theatre. Info 721-8365.

M 8:00 p.m. *Civic Orchestra*. \$10 at Univ. Centre box office. Univer-

sity Centre Auditorium. Info 721-8480.

M 8:00 p.m. *Chamber Music Series. Schubertiade*. \$6-\$10 at School of Music & Univ. Centre box office. Phillip T. Young Recital Hall. Info 721-7903.

F 11:20 p.m. *Abba: The Movie*. Lasse Hallstrom (Sweden/Australia, 1977). \$4-\$6 at door. SUB Theatre. Info 721-8365.

Sunday, March 3

L 2:00 p.m. *Religious Speakers Series. Religious Founders*. Dr. Judith Berling (Lao Tzu). (Div. of Continuing Studies). Free to faculty, students and UVic employees. Begbie 159. Info 721-8526/8481.

F 2:30 & 7:00 & 9:00 p.m. *Babe*. Chris Noonan (Australia, 1995). \$3 matinee. \$4-\$6 evening. SUB Theatre. Info 721-8365.

Monday, March 4

W 10:00 a.m. & 2:30 p.m. *Resumé Critique*. Student Employment Centre, Campus Services Bldg. Info 721-8421.

F 7:15 & 9:10 p.m. *Rude*. Clement Virgo (Canada, 1995). \$4-\$6 at door. SUB Theatre. Info 721-8365.

Tuesday, March 5

W 9:30 a.m. *Interview Tips*. \$5. Student Employment Centre, Campus Services Bldg. Info 721-8421.

T 12:30 p.m. *The Safety Troupe*. UVic Safer Campus Initiatives Committee & Dept. of Theatre. Begbie Lounge. Info 721-8674.

W 2:30 p.m. *Assessing the Hidden Job Market*. \$5. Student Employment Centre, Campus Services Bldg. Info 721-8421.

L 3:00 p.m. *Hydrothermal Fields on the Endeavor Segment of the Juan De Fuca Ridge: A 10 Year Perspective*. Dr. Deborah Kelley, University of Washington. (Centre for Earth and Ocean Research). Clearihue A201. Info 721-8848.

F 7:00 & 9:10 p.m. *The Usual Suspects*. Bryan Singer (USA, 1995). \$4-\$6 at door. SUB Theatre. Info 721-8365.

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MASTERCARD

L 7:30 p.m. *Aktuelle Themen aus der medizinischen Ethik*. Dr. Eike Kluge, University of Victoria (Philosophy). Clearihue C305. Info 721-7316.

L 7:30 p.m. *Widowhood in North America*. Lansdowne Lecture. Prof. Helena Lopata, Loyola University of Chicago. Cornett A129. Info 721-7572.

Wed., March 6

M 8:30 a.m. *Bandfest '96*. Pacific Coast Music Festival competition for bands throughout the Pacific Northwest. University Centre Auditorium. Info 721-7903.

W 11:30 a.m. *Resumé 101: Your Skills Portfolio*. \$5. Student Employment Centre, Campus Services Bldg. Info 721-8421.

M 12:30 p.m. UVic Percussion Ensemble, Sal Ferreras, director. Phillip T. Young Recital Hall. Info 721-7903.

W 2:30 p.m. *Work in the New Economy*. \$5. Student Employment Centre, Campus Services Bldg. Info 721-8421.

W 4:30 p.m. *Teaching Academic Students*. Nick Collins, Capilano College. (Linguistics and Division of Continuing Studies). Clearihue C112. Info 721-7420.

A 6:30 p.m. *Women's Field Hockey*. VILFHA League. TURF. Info 721-8406.

F 7:00 & 9:10 p.m. *Wild Reeds (Les Roseaux Sauvages)*. Andre Techine (France, 1994). French with English subtitles. \$4-\$6 at door. SUB Theatre. Info 721-8365.

M 8:00 p.m. B.Mus. Graduating Recital. David Montreuil, trombone. Phillip T. Young Recital Hall. Info 721-7903.

Thur., March 7

M 8:30 a.m. *Bandfest '96*. Pacific Coast Music Festival competition for bands throughout the Pacific Northwest. University Centre Auditorium. Info 721-7903.

W 10:00 a.m. *Job Search Strategies*. \$5. Student Employment Centre, Campus Services Bldg. Info 721-8421.

L 11:30 a.m. *Spectroscopic Studies of Transition Metal Molecules*. Dr. Michael Morse, University of Utah (Chemistry). Elliott 060. Info 721-7156.

T 12:30 p.m. *The Safety Troupe*. UVic Safer Campus Initiatives Committee & Dept. of Theatre. Fine Arts Lobby. Info 721-8674.

W 1:00 p.m. *Resumé 101: Your Skills Portfolio*. \$5. Student Employment Centre, Campus Services Bldg. Info 721-8421.

L 1:30 p.m. *Collective Rights*. Dr. Jan Narveson, University of Waterloo. Lansdowne Lecture. Elliott 164. Info 721-7513.

F 7:00 & 9:10 p.m. *Wild Reeds (Les Roseaux Sauvages)*. Andre Techine (France, 1994). French with English subtitles. \$4-\$6 at door. SUB Theatre. Info 721-8365.

L 7:30 p.m. *Discrimination in Hiring and Affirmative Action*. Lansdowne Lecture, Dr. Jan Narveson, University of Waterloo. Senate Chambers (University Centre A180). Info 721-7513.

L 8:00 p.m. *The Cult of Archilochus on Paros*. Prof. Diskin Clay, Duke University (Classics). Cornett B108. Info 721-8514.

Friday, March 8

M 8:30 a.m. *Bandfest '96*. Pacific Coast Music Festival competition for bands throughout the Pacific Northwest. University Centre Auditorium. Info 721-7903.

William Alkire, be appointed Chair, for the Department of Anthropology, for the period July 1, 1996 to June 30, 1998.

That the University Operations Committee recommended to the Board of Governors for approval that James Tully, B.A. (UBC) Ph.D. (University of Cambridge) be appointed as Chair of the Department of Political Science for the period July 1, 1996 to June 30, 2001.

That the University Operations Committee recommended to the Board of Governors for approval that Mr. Donald Marykuca, (Manager, Campus Security Services) resignation for the purpose of early retirement be accepted effective March 31, 1996.

Faculty of Arts & Science (Social Sciences) Economics
Rutherford, Malcolm - Chair - Period of Leave Requested (July 1, 1996 - June 30, 1997)

Faculty of Business
Director, School of Business
Boag, David A - Director, School of Business - Period of Leave Requested (July 1, 1996 - June 30, 1997)

Faculty of Engineering
Electrical & Computer Engineering
Stuchly, Stanislaw - Chair - Period of Leave Requested (July 1 - December 31, 1996)

That the University Operations Committee recommended to the Board of Governors for approval that

GAZETTE

This is to confirm that the Board of Governors, at the open session of the regular meeting held on February 5, 1996 adopted the following motion:

That the University Operations Committee recommended to the Board of Governors for its approval: that John Schofield, be appointed Acting Director for the Cooperative Education Program, for the period January 1, 1996 to June 30, 1996.

That the University Operations Committee recommended to the Board of Governors for approval: that the following members of faculty be granted Administrative Leave for the indicated period in accordance with the Academic Leave Policy.

UVic at Large in March

The next edition of *UVic at Large* on Shaw Cable 11 focuses on the accomplishments of women at UVic. Governor-General award-winning poet Lorna Crozier (Writing) reads two of her poems, Sam Lucier of the Interfaith Chaplaincy discusses an upcoming conference, "Voices of Hope," on women and spirituality and Dr. Eric Sager (History) explains the Canadian Families Project that will examine, among other things, women's role in shaping families.

Organic farmer Rebecca Jehn discusses her role in the video *Outstanding in her Field*, photographed and produced by Women's Studies staff member Helen Rezanowich, UVic PhD student and art instructor Eva Campbell is profiled in a video report and UVic film studies master's student Julie Hewlett will offer her perspective on the women nominated for this year's Academy Awards.

"UVic at Large" is broadcast on channel 11 at 8:30 p.m. on March 4, 1:30 p.m. on March 5, 10 p.m. on March 7 and 3 p.m. on March 8. It is produced by the public relations and information services department.

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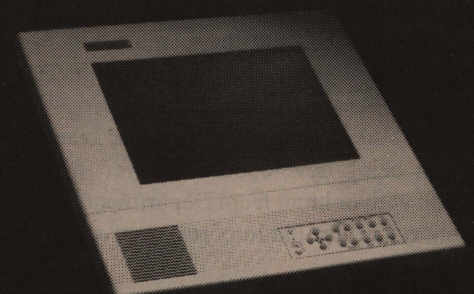
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LETTERS

Document "amounts to a general license to discriminate..."

Editor,

Re: University's Application to the Human Rights Council

The Equity Policy for Employees at the University of Victoria has been widely discussed on campus, appears to have broad support, and, quite properly, was sent by the Vice-President Academic and Provost in December, 1995 for information to the Human Rights Council of B.C. Attached to that Policy, however, was an appendix seeking the approval of the Council for an exemption under the Human Rights Act for limited or preference hiring; a copy of this latter document may be obtained from the Faculty Association office. There are several reasons for concern about this document, related to both internal and external processes, the content of the document itself, and the role of the Vice-President.

With respect to internal processes, the document on limited or preference hiring was sent without consultation with the Faculty Association, the Professional Staff Association, the Canadian Union of Public Employees, academic departments, faculties, Senate or the Board of Governors. The document emerged for the first time and was placed on the Faculty Association agenda only after the Human Rights Council sent it back for comment. With respect to external processes, sending the document without consultation flies in the face of the Human Rights Council Guidelines on union-management cooperation, consultation with designated groups, and communications and education.

With respect to content, the document is poorly written, uses terms without definition, and really amounts to a general license to discriminate in hiring on grounds other than merit as and when departments (or, presumably, senior administrators) see fit, without any clear justification, objectives, rules of evidence, procedures for implementation, or methodology of monitoring and evaluation. Again this flies in the face of the Council Guidelines on objective assessment and appropriate program design.

Faculty Association members had only a few days to consider the document before the February 7 meeting. Of those remaining at the end of the meeting, about two-thirds voted to approve the document in the face of strong concerns from the other third, and, further, voted down two other motions: to table the document for further consultation; and to mail the document for secret ballot by all members. In the light of these concerns, a petition is being circulated asking faculty to support broader consultation.

Faculty members must surely ask themselves how something like this could happen. It should be very clear that accountability for the contents of the document and for sending it without consultation lies squarely on the Vice-President Academic and Provost. To prepare and submit a document with such far-reaching consequences in a clandestine manner, without consultation, is extraordinary and highly inappropriate. An honorable administrator, exposed in this, would make his resignation effective immediately.

James Cutt
Professor
School of Public Administration

Insufficient business or insufficient regard?

Editor,

On my office wall is a sign that proclaims "A committee is a body of people that keeps minutes and wastes hours." The sign is there to warn me of the seductive bureaucratic tangle that can envelop the unwary academic, and to remind me that I do not like committee meetings. Nevertheless, I believe that the following should be noted.

The Arts and Science Faculty Council, whose members make up more than half of faculty on campus, did not meet in January or February because of insufficient business. The Senate, the body ultimately responsible for academic matters, did not meet in February. Guess why. Correct, insufficient business.

Should all this inactivity be taken as reassurance that the University is facing smooth waters and plane sailing? Are things so good that, far from even having to rearrange the proverbial deck chairs on the Titanic, we can actually sit back and enjoy them? Ask the students faced with increased fees, and the staff faced with layoffs if the 5%, 5%, 5% scenario of budget cuts becomes reality.

Nevertheless, behind this facade of inactivity things are going on, changes are being made. The Equity Employment and Guidelines Policy has been approved. Guidelines for the accommodation of disabled students are being developed. However, neither of these important moves have been made with any consultation with or input from Departments, Divisions or Faculties. Insufficient business? I do not think so. Insufficient regard for the importance of academic input into the decision making process? More likely.

T.E. Gough
Chemistry

Our Letters Policy

The Ring welcomes letters to the editor on issues of direct concern to the University community. Letters for publication must be signed by the author and should not exceed 600 words. *The Ring* editor reserves the right to edit for length and libellous content.

Opinions expressed in letters are the author's and do not necessarily reflect the views of the University administration or *The Ring* editorial staff.

Submissions must be received at least one week in advance of publication. Write to *The Ring* at Public Relations and Information Services, P.O. Box 3060, Victoria B.C. V8W 3R4 or, fax your contribution to 721-8955. The editor's telephone number is 721-7641 or 721-6246.

Across the Country

Reporter moves on campus—The education reporter for the Saskatoon daily newspaper, *StarPhoenix*, is back at school. Kathryn Warden has taken an office at the University of Saskatchewan, where she works three days a week. In her first week on campus, she received half a dozen visits and more than 20 phone messages from faculty, staff and students offering ideas for stories. She notes that a story she wrote about a small grant to the engineering faculty would have "fallen through the cracks" if she hadn't been there. A former medical reporter, Warden plans to cover university research, especially medical research, write profiles and keep her eye on political issues among faculty. The arrangement will be reviewed by the paper and the university after one year.—**University Affairs, February 1996**

Turn off those lights and save jobs—Queen's University director of physical plant services, George Hutson, is appealing to the university community to help deal with provincial cut backs and save jobs. Electrical costs at the Kingston, Ontario campus are skyrocketing and, says Hutson, at the current rate of consumption, the university will be \$80,000 over budget by the end of fiscal 1995-96. His solution? A "cultural rethinking of how we use electricity." More specifically, he says turning off lights when you leave a room, reducing use of personal heaters and using natural light on sunny days are easy ways to cut electrical costs. Hutson's goal is to cut energy costs by 10 per cent next year, which would mean a savings of about \$344,000 to the university—roughly equivalent to five faculty or 11 staff positions, or three-quarters of Queen's annual funding for student entrance scholarships.—**Queen's Gazette, Jan. 29, 1996**

Carleton shuts down development corporation—The Carleton University Board of Governors has voted to close the Carleton University Development Corporation (CUDC) after five years of operation. The decision was made following a review of the operation which concluded that it had not met its primary goal of generating financial profit in support of the university's academic function and would not likely do so in the future.

CUDC was established in 1991 to provide additional revenues for the university's academic and research programs through commercial endeavours. The corporation's principal activities are technology transfer, training and professional development and the development of university-owned lands. The report recommended that the university take over responsibility for CUDC's current program commitments and contracts.—**This Week at Carleton, Jan. 25, 1996**

From cadavers to computers—In a cost-cutting move, the University of Montreal will end the use of cadavers in its practical anatomy classes. The University keeps 60 cadavers in good condition for several months each year at a cost of between \$150,000 and \$200,000 in salaries, conservation expenses, transportation and funerals. Instead, students will learn anatomy on multimedia computers, using a program developed by the University of Colorado. Students can call up any anatomic search they wish and the computer reproduces cuts to within a millimetre.—**Canadian Press, Vancouver Sun, Feb. 9, 1996**

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